

CWA LOCAL 3645

Date: September 29, 2022 **TO:** CWA Local 3645 Members
From: CWA Local 3645 **Subject:** System Board Hearings

On September 28, 2022, CWA Local 3645 held the System Board of Appeal in CLT.

An agent from CLT was appealing dependability points they received while out on medical leave. The company argued that the agent submitted their doctor's note after the 14 days that the company requires to submit doctors note. The Steward argued the agent was following instructions given to them by the TMS staff. The agent stated that they called TMS on two occasions at the beginning of their medical leave and was given instructions on what to do. The agent also called TMS to get instructions on how to submit their medical notes prior to returning to work and followed the instructions of the TMS staff. The agent gave the names and dates of the TMS agents and was following the policy that they were told by those people. The Steward also stated that the agent was also never contacted at any point during their medical leave once they reached the threshold of being on a level due to accumulating dependability points. The Company confirmed the agent was never contacted when they reached a level. After reviewing all the facts, the Board ruled to remove all the points the agent received while on medical leave.

An agent from CLT was appealing a level 1 for safety for a cutting off another agent. The Company argued that the agent nearly caused an accident because they were not driving on a designated roadway. The agent in the other tug had to slam on their brakes to avoid hitting the agent in question. The Company presented two videos of the incident from two different cameras and angles. The videos clearly showed that the agent was not driving on the designated roadway and that the roadway markings were visible. The agent almost collided with another tug. The agent argued that there were no roadway markings and they were driving plane side for so long because they were looking for bags. After reviewing all the facts, the Board ruled to uphold the level 1 for the safety violation.

In Solidarity,

Donielle Prophete – President

Darryle Williams PhD - Executive Vice President

Douglas Christian - Vice President

Shaquelle Baker - Secretary /Treasurer CWA Local 3645